

From: Dafina Roter [mailto:roterdafina@yahoo.com]

* Sent: Tuesday, August 16, 2011 3:27 AM

To: LOA Flyfrontier

Cc: Ganabathi, Peter P.

Subject: RE: AUG 18Th..FMLA used 5-9

I forgot to add in my last email that i will be out tues Aug 16th from 5-9 also due to my high bp, which when i spoke with supervisor Peter Ganabathi on sat about why I was sick, he was also told I would be out tues too. I went to dr and had my BP checked at 751pm tonight, still to high to return, guess thats why iam still up. Thank you for guiding me to the right person to file a complaint with. I, My Dr, or Lawyer will notify you or Peter on my return to work.

thank you,

Dafina Roter
17671

On Mon Aug 15th, 2011 10:41 AM CDT LOA Flyfrontier wrote:

>

>Thank you for your email correspondence. The dates you have requested be counted in accordance with your Intermittent FMLA on file have been submitted for your attendance to be reflected accordingly.

>

>Dafina,

>Can you explain who you're trying to contact in HR or what you are looking to talk about? I'll see who needs to be involved... you might want to contact your HR manager for the station, I believe this is Barb Young at BYoung@rjet.com

>

>Please feel free to reply if you have any other questions,

>Thank you,

>Barbie Butler

>Leave of Absence Coordinator|Republic Airways Holdings, Inc.|Phone: 317-471-2595 | Fax:
317-484-4561

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>

>-----Original Message-----

>From: Dafina Roter [mailto:roterdafina@yahoo.com]

* Sent: Saturday, August 13, 2011 5:27 PM

>To: LOA Flyfrontier

>Cc: Hasting, Heather E.

>Subject: AUG 13th.. FMLA Used 12-1600

* >HI Barbie-

7/25/2012 10:



At University of Phoenix
Odyssey of the Mind

Pandora 50151 ↗

Inbox

Parenting

Conversations

Pass Request Forms

Drafts 45

Photos

Sent

Printable Calendars

Spam 2848

PTA

Trash 196

Recipes

Folders

RedBox

Amtrak

REI

Attorney

Saved

Benjamin

ScoreSense

Bob and Cheri

Screensavers

Coupons

Social Security

Daisy Troop 5043 Win...

Spanish-Grace

DirecTV

Sportsbook

DOMINIC

Stones

Ebay

SurveySpot

Financial Aide and Sc...

Swalo

Fitness

Thanksgiving Crafts

Flight Schedules

Travel 1

Frontier

Travel Forecast

Funnies

Under Water Caribea...

Gary Kraeger

Unemployment and F...

Goway Travel

United Mileage Plus

Gracies Yahoo and FB

We Energies

Grants

YXNet

Great America III

Online Contacts

Griff

You are signed out of Messenger.
Click the to sign in.

Facebook Friends

Health
You are signed out of Facebook
Click the to sign in.

Applications

Attachments

Photos

All My Purchases

Attach Large Files

Automatic Organizer

Calendar and Jimmy

National Geographic

Stationery

Unsubscribe

Pandora



FW:

FROM: Roter, Dafina A.

TO: Dafina

Hide Details

Sunday, July 31, 2011 1:50 PM

From: Duchac, Kyle P.
Sent: Sunday, July 31, 2011 1:30 PM
To: Roter, Dafina A.
Subject:

Frontier Airlines set to restructure, move to Denver

By Ann Schrader

The Denver Post

Posted: 07/31/2011 01:00:00 AM MDT



Frontier Airlines (AP | HERIBERT PROEPPER)

Frontier Airlines could be a stand-alone company as early as next year, with some jobs returning to Denver.

Frontier's flight back to its birthplace is part of a scenario that may play out under a major restructuring plan.

Republic Airways, the Indianapolis-based aviation holding company that bought Frontier out of bankruptcy in 2009, wants to reduce its ownership stake in Frontier to minority status. The \$120 million restructuring plan — devised after Frontier lost \$55 million in the first quarter of 2011 — calls for Republic to give up control and improves Frontier's finances through cost cutting and attracting new operations money.

Republic's board and investors — used to years of profits from flying regional jets for large airlines — were shocked at the Frontier loss and drew the line at pumping more money into the airline.

Republic chief Bryan Bedford said in a recent interview that "you want a return on your investment."

It is important, Bedford said, for Frontier "to get back on a stable financial footing and survive without relying on Republic."

Several members of the Frontier Airlines Pilots Association said Republic approached them for help. The options were to be sold or liquidated, or accept concessions that could give the pilots an estimated 10 percent equity stake in the company and a profit-sharing plan. Republic's holdings would be reduced by December 2014.

The pilots — whose participation was crucial with investors — chose the concessions. The agreement was signed last month. Other employees are being asked for "a similar investment," according to a company e-mail.

Republic has promised to separate Frontier from Republic and its subsidiaries, according to a U.S. Securities Exchange Commission filing.

By this December, Republic must hire a chief operating officer and labor relations director for Frontier. All of Frontier's flight operations will report to the new operating officer.

Those ten jobs are expected to be based in Denver where Frontier has its major hub. A number

>

>I needed to use four hours of FMLA today.due to my BP being up and puking bile. I was scheduled 12-1600. could u please tell me who I can contact in our co to file a complaint? Who is the mgr/VP of Human Resources? Just their names and email addresses please....thanks for your help! Fill in supervisor heather hasting is CC in because my direct sup, is on vacation and my managr never answered me back about calling her too, and WHY I had to. heather was the only mgr/sup who verbally spoke with me today, and who handled the situation very professionally.

>

>Dafina Roter

>emp 17671

>

>On Tue Jul 19th, 2011 10:40 AM CDT LOA Flyfrontier wrote:

>

>>Thank you for your email correspondence. The dates you have requested be counted in accordance with your Intermittent FMLA on file have been submitted for your attendance to be reflected accordingly.

>>

>>Please feel free to reply if you have any other questions,

>>Thank you,

>>Barbie Butler

>>Leave of Absence Coordinator|Republic Airways Holdings, Inc.|Phone: 317-471-2595 | Fax:
317-484-4561

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>>

>>

>>-----Original Message-----

>>From: Dafina Roter [mailto:roterdafina@yahoo.com]

>>Sent: Tuesday, July 19, 2011 8:33 AM

>>To: LOA Flyfrontier

>>Subject: July 19, 2011

>>

>>Good Morning-

>>

>>I needed to use FMLA from 5-10am due to puking bile .

>>

>>Thank You

>>



>>Dafina Roter

>>17671

>

Roter, Dafina A.

From: Hadlock, Susan
To: Roter, Dafina A.
Cc:
Subject: RE: FMLA Designation 2009.pdf - Adobe Reader
Attachments:

 **Sent:** Thu 2/18/2010 8:41 AM 

FMLA requires that you work 1250 hours in the last 12 month period (more than part time but less than full time). You worked 1106.75 hours.

You next option is a Medical Leave of Absence. These are granted by your supervisor for continuous 30 day increments, based on operational needs. The paperwork can be found on the F9 web site.

Susan

From: Roter, Dafina A.
Sent: Thursday, February 18, 2010 4:08 AM
To: Hadlock, Susan; Lehrman, Jason J.
Subject: RE: FMLA Designation 2009.pdf - Adobe Reader

Good Morning Susan,

Could you let me know what the requirements are for hours? I am going to calculate them myself for a triple check. What is my next option? How does the medical and personal leave work then?

Dafina

Dafina Roter - Customer Service - Operations
MIDWEST AIRLINES | FRONTIER AIRLINES

Operations Tower - MKE
 Midwest Airlines, Inc. MKE/PAX/AP

5300 South Howell Avenue
Milwaukee, Wisconsin 53207
☎ 414.294.6304 - B | 📠 414.294.6208
dafina.roter@midwestairlines.com
dafina.roter@flyfrontier.com



Please consider the environment before printing this email.

From: Hadlock, Susan
Sent: Wed 2/17/2010 1:54 PM
To: Lehrman, Jason J.
Cc: Roter, Dafina A.
Subject: FMLA Designation 2009.pdf - Adobe Reader

Dafina Roter's request for FMLA has not been approved because she did not work enough hours in the last 12 months.

You forwarded this message on 8/20/2010 4:43 AM.
Attachments can contain viruses that may harm your computer. Attachments may not display correctly.

Roter, Dafina A.

Sent: Thu 8/19/2010 3:43 PM

From: LOA Flyfrontier [LOAFlyfrontier@rjet.com]
To: Roter, Dafina A.
Cc:
Subject: FW: Roter, Dafina
Attachments: B005B127.PDF(91KB)

Dafina,

I am sorry to inform you, but you have not worked enough hours within the last 12 months to qualify for FMLA. Our records indicate that for the period of 08/19/2009 - 08/19/2010 you have worked a total of 784 hours. In order to be eligible for FMLA, an employee must have worked a total of 1,000 hours within a rolling calendar year per Wisconsin Law. I am unable to recommend a Non-FMLA leave, because a Non-FMLA would be continuous in nature and not intermittently used. That leaves you with the option of a personal leave. A personal leave can only be approved by your supervisor. In order for me to request this from your supervisor, I need to know the dates in which you would like to be off.

Should you have any questions or concerns, do not hesitate to contact me.

Sincerely,

Eric W. Kartchner

Leave of Absence Coordinator

Republic Airways Holdings, Inc.

Phone (317) 471-2496

Fax (317) 484-4561

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Roter, Dafina A.

From: LOA Flyfrontier [LOAFlyfrontier@rjet.com]
To: Roter, Dafina A.
Cc:
Subject: RE: Roter, Dafina
Attachments:

Sent: Tue 9/7/2010 12:37 PM

Dafina,

Eric and I looked into your hours and as of today, you have 1,119 hours- which is enough to qualify for FMLA. We apologize for the confusion, as with being with the multiple companies we had to run multiple reports and combine them to ensure the hours (and even hire date) added up to qualify for FMLA. We apologize for the amount of time and frustration this may have caused you, but we have finally gotten everything straightened out. Below please find an approval letter, and if you have any other questions, please feel free to reply to this email or give Eric or me a call. - Barbie

Dear Dafina:

Thank you for submitting necessary documents with your application for a leave of absence. Although we've communicated via phone and/or email, I appreciate the opportunity to follow up with a written communication of your approval for an intermittent FMLA.

LOA Start Date: 07/29/10

LOA End Date: 12/31/10

Reason for your Intermittent FMLA Leave:☒ **Your own Medical Condition**☐ **The medical condition of your ___child ___parent ___spouse**

Your request for an intermittent FMLA is approved for the period listed above. Eligible employees may be able to use up to 480 hours in a rolling 12 month period. (*Wisconsin is based on an annual usage period). Each request is reviewed to determine whether an employee has met **both** eligibility requirements: 1) 12 months of employment with the company and 2) 1250 work hours completed in a rolling 12-month period. A rolling 12-month period is established by looking back 12 months from the date being requested. Should you have any questions, please feel free to contact me.

Please note your schedule is your primary responsibility and you are responsible to contact crew scheduling and notify them of your absence. Employees must adhere to established company policy for calling in. After completing this step, please contact me the same day via email at LOAFlyfrontier@rjet.com or by voicemail at the number below.

While out on leave, your accrued sick, vacation/ pdo time will be paid in accordance with company policy and/or collective bargaining agreement. Please be advised if any time is paid out, time missed will still count toward your FMLA leave entitlement.

Should you have any questions, please feel free to respond to this email or send an email to LOAFlyfrontier@RJET.COM

Barbie
317-471-2595

Barbie Butler

Leave of Absence Assistant| Republic Airways Holdings, Inc.

Phone: (317) 471-2595 | Fax: (317) 484- 4561

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-----Original Message-----

From: Roter, Dafina A. [mailto:Dafina.Roter@midwestairlines.com]
Sent: Saturday, September 04, 2010 10:07 AM
To: LOA Flyfrontier
Subject: RE: Roter, Dafina

Dear Sir....

My hire date is 08SEP03....would you like a copy of my badge? I don't understand all of the confusion with my case? I have to go in for a Kidney Transplant, Ive gotten the run around for months with my FMLA situation. Ive been told by two people that I was approved, and now your telling me something completely different. Our company has changed hands three times in the last year, and not one response has been consistant. As far as I know, we didn't loose seniority with going from a Midwest emp to RPA to F9.

PLEASE clarify. I've calculated my hours, and I do have enough for FMLA. Iam getting very frustrated with all of the run around and inconsistant answers, this is the last thing I need with my health situation. Please get back to me as soon as you can.

Dafina Roter

-----Original Message-----

From: LOA Flyfrontier [mailto:LOAFlyfrontier@rjet.com]

Sent: Thursday, September 02, 2010 2:44 PM

To: Roter, Dafina A.

Subject: RE: Roter, Dafina

Dafina,

I just sent you an email containing the report I ran in order to determine the hours you have worked within the last year. Additionally, it appears your hire date was 12/01/2009. You must have been with the company for 1 year in order to be eligible.

Should you have any questions or concerns, do not hesitate to contact me.

Sincerely,

Eric W. Kartchner

Leave of Absence Coordinator

Republic Airways Holdings, Inc.

Phone (317) 471-2496

Fax (317) 484-4561

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-----Original Message-----

From: Roter, Dafina A. [mailto:Dafina.Roter@midwestairlines.com]

Sent: Wednesday, August 25, 2010 9:55 PM

To: LOA Flyfrontier

Subject: RE: Roter, Dafina

Dear Sir,

I apologize for taking a few days to reply, but I need to go through some of my records. I was wondering if you could recalculate my hours? I received a email in February stating that I have 1106.75 hours, since then I have picked up a lot of hours at work also. I also received a email from Barbie Butler stating that she's verified my eligibility, and I am eligible for the FMLA at this time. I can forward them to you if you'd like. Could you PLEASE review it again?

Dafina Roter - Customer Service - Operations MIDWEST AIRLINES | FRONTIER AIRLINES Operations Tower - MKE

Midwest Airlines, Inc. MKE/PAX/AP

5300 South Howell Avenue

Milwaukee, Wisconsin 53207

(414.294.6304 - B | 7 414.294.6208

dafina.rotter@midwestairlines.com

dafina.rotter@flyfrontier.com

P Please consider the environment before printing this email.

-----Original Message-----

From: LOA Flyfrontier [mailto:LOAFlyfrontier@rjet.com]

Sent: Thu 8/19/2010 3:43 PM

To: Roter, Dafina A.

Subject: FW: Roter, Dafina

Dafina,

I am sorry to inform you, but you have not worked enough hours within the last 12 months to qualify for FMLA. Our records indicate that for the period of 08/19/2009 - 08/19/2010 you have worked a total of 784 hours. In order to be eligible for FMLA, an employee

Cannot be right!!

must have worked a total of 1,000 hours within a rolling calendar year per Wisconsin Law. I am unable to recommend a Non-FMLA leave, because a Non-FMLA would be continuous in nature and not intermittently used. That leaves you with the option of a personal leave. A personal leave can only be approved by your supervisor. In order for me to request this from your supervisor, I need to know the dates in which you would like to be off.

Should you have any questions or concerns, do not hesitate to contact me.

Sincerely,

Eric W. Kartchner

Leave of Absence Coordinator

Republic Airways Holdings, Inc.

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Fax (317) 484-4561

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